

**The Second Annual Symposium on
BUSINESS AND MENTAL ENERGY AT WORK**

Workplace Productivity, Wellbeing, Rehabilitation and Risk Management

Geneva, Switzerland, October 25-26, 2001

Closing Keynote Plenary Panel

**Symposium Summary: Collaborative Strategies for the Wellbeing of an Individual as Essential
to an Organization's Own Wellbeing**

Date: Friday, October 26, 2001

Time: 5:30 pm – 7:00 pm

Speaker: Dr. Yongyud Wongpiromsarn, Department of Mental Health, Thailand

PRESENTATION OVERVIEW:

I. Thailand's Health System: Situation Analysis

II. Government Policies and Projects that Support Mental Health, Addiction Treatment and Wellbeing

III. The Bangkok Program for Healthy Organizations (BPHO)

I. Thailand's Health System: Situation Analysis

Structure and Distribution of Insurance Systems

General population

	number (in million)	percentage
Social Security Fund	5.68	9.21
Government Officers' Welfare	7.20	11.68
Co-payment	9.67	15.68
Social Welfare	28.40	46.06
No Health Insurance	10.71	17.37
Total	61.66	100

Structure and Distribution of Insurance Systems continued

Employees (8.1 million, representing 1/4 of the labour force)

Size of organization by number of employees	Number of organizations (%)	Employees (%)
1-49	337,684 (93.11)	32
50-99	11,809 (3.26)	10
100-299	9,372 (2.58)	19
300-499	1,924 (0.53)	9
500-999	1,225 (0.34)	10
1,000	669 (0.18)	20
Total	362,683 (100)	100

Injuries and Illness at the Workplace

- Work related injuries 4.14%
- Non-work related illness 12.2 million visits

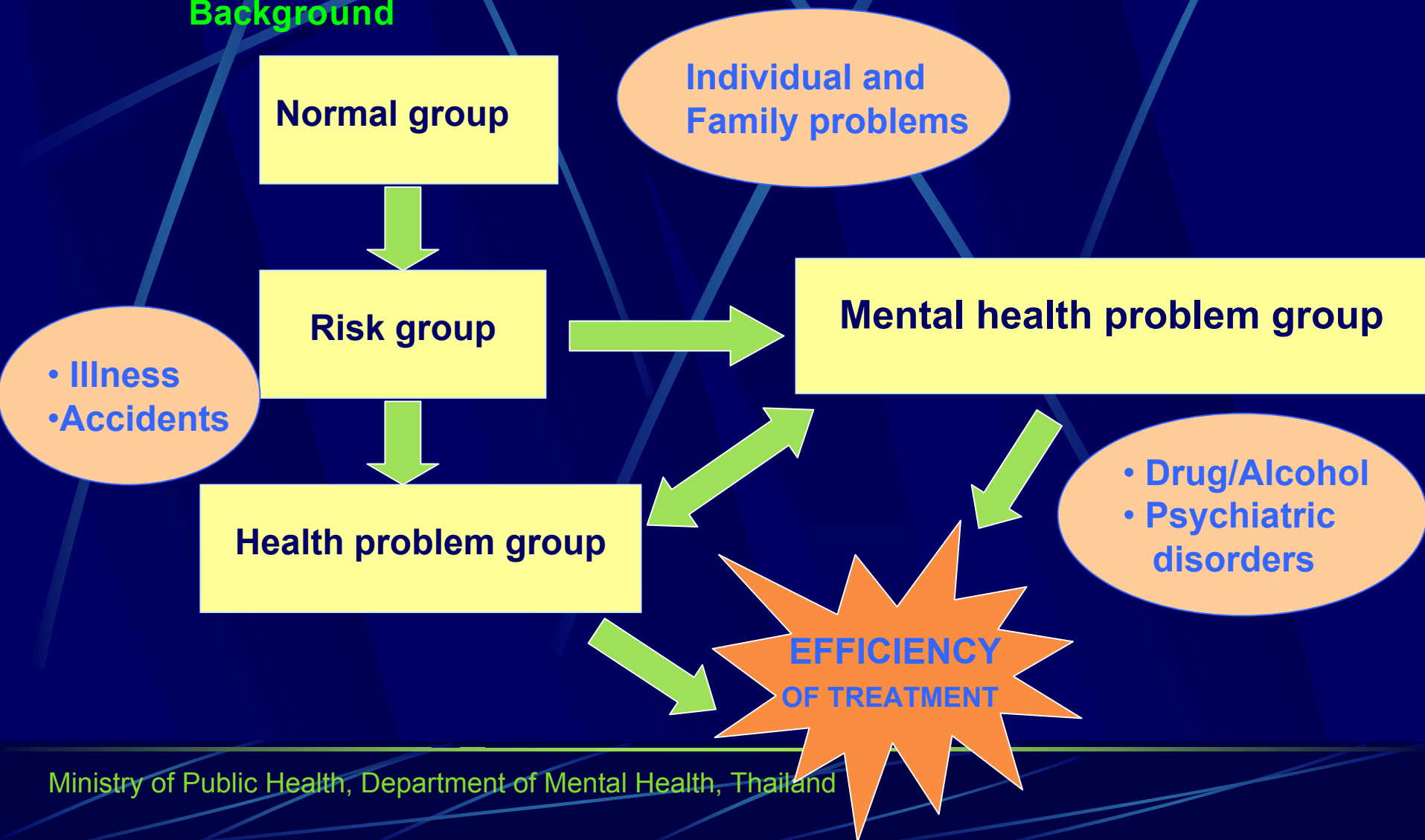
Health and Mental Health Resources

◆ Bed/citizen	1	:	1,500
◆ Physician/citizen	1	:	3,500
◆ Psychiatric bed/citizen	1	:	7,500
◆ Psychiatrist/citizen	1	:	175,000
◆ Psychologist/citizen	1	:	200,000
◆ Social worker/citizen	1	:	200,000
◆ Counselor/citizen	1	:	30,000

II. Government Policies and Projects that Support Mental Health, Addiction Treatment and Wellbeing

Mental Health in the Workplace

Background



II. Government Policies and Projects that Support Mental Health, Addiction Treatment and Wellbeing

Activities

Health Promotion: education and training

- ◆ Life skills
- ◆ Stress Management

Health Prevention

- ◆ Counseling services
- ◆ Counseling training
- ◆ Accreditation of counseling services

Activities continued

White Factory/Workplace Policy

- New policy of the Ministry of Labour, Department of Social Welfare in 2000
- Goal: drug-free workplace
- Standards
 - drug testing of employees
 - information/education about drugs
 - preventive activities for employees
 - support of treatment for affected employees
 - option to return to the previous job after treatment
 - worksite-based committee responsible for standards
- Certificate “White Workplace” for meeting the standards

Activities continued

Happiness Survey

- ◆ Conducted by the Department of Mental Health
- ◆ questionnaire rating the “Happiness Indicator”
 - ◆ How happy is the population?
 - ◆ What makes people happy/unhappy?
 - ◆ What kind of problems do people have?

Services provided by the Department of Mental Health in cooperation with Government Hospitals

- ◆ Information line (1667)
- ◆ Telephone counseling
- ◆ Counseling
- ◆ Psychiatric treatment
- ◆ Comprehensive bio-psycho-social drug treatment programs

III. The Bangkok Program for Healthy Organizations (BPHO): A collaborative Program for Mentally Healthy and Addiction-Free Organizations

Background

Health authorities, employers and a number of experts gathered in a conference in Bangkok on June 26-27, 2001 to discuss how to create mentally healthy and addiction-free organizations.

The participants agreed to start a project to create a new model for Thailand. This model was named the “**Bangkok Program for Healthy Organizations (BPHO)**”. The participants came up with a number of ideas to be considered in the model development work.

Vision and Goals

The Bangkok Program for Healthy Organizations is an innovative and cost-effective program.

Similar to what is known as “EAP” or “Employee Assistance Program”, it is worksite-based and aims to

- ◆ reduce substance abuse
- ◆ reduce absenteeism
- ◆ increase health and safety
- ◆ increase mental health and individual well-being
- ◆ increase productivity
- ◆ promote a holistic approach to well-being and health
- ◆ de-stigmatize mental health issues

Vision and Goals continued

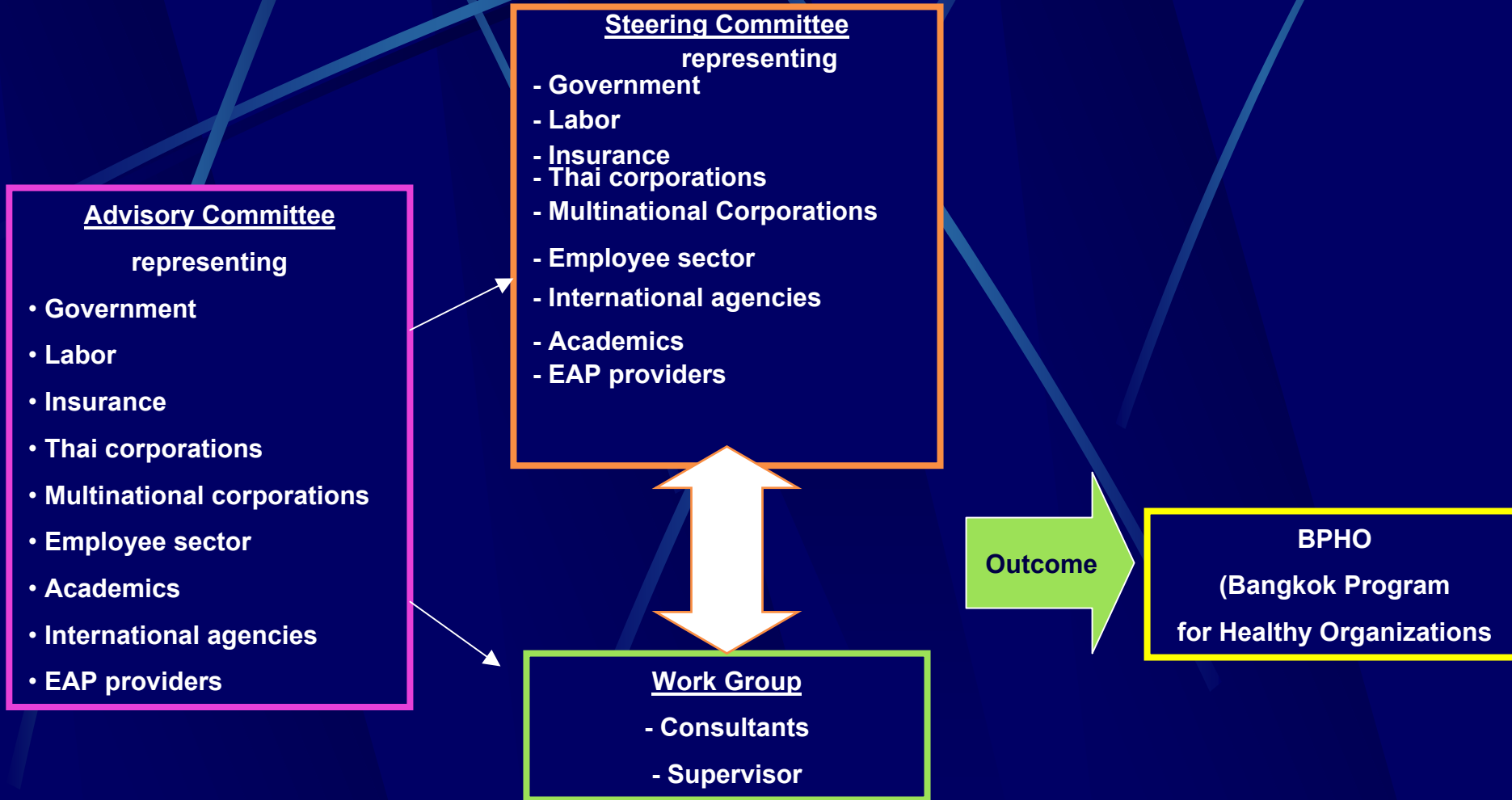
- ◆ The model is based on a collaborative concept with participation from health authorities, employers and a network of providers and experts in the field of mental health.
- ◆ The model will build on incentives rather than controls and punishment and should build on the strength in the culture in Thailand.
- ◆ The model will be internationally recognized for high quality and a holistic approach.

Phases of the Project

The development of the new model will be managed as a project with well-defined deliverables and target dates.

1. Organize Project
2. Status Assessment (see part 1. of this presentation)
3. Exemplary Business Case
4. Recommendations for Government and Employers

Project Organization



◆ ***Steering Committee***

Responsibility: Discuss and approve material/recommendations developed by the Work Group

◆ ***Advisory Committee***

Responsibility: Advise Work Group and Steering Committee

◆ ***Work Group***

Responsibility: Research and prepare documents as described in the project plan. Present to and discuss with Steering and Advisory Committees

◆ ***Funding***

Will be secured from several sources, including private foundations and government organizations.

Project Outcomes

- ◆ Cooperation and alliances between different government agencies, corporations, insurance companies and mental health providers
- ◆ Recommendations for government agencies on how to promote and implement the program (social security, tax incentives)
- ◆ Recommendations on standards and best practices

Target groups

Target groups to implement, assess and further develop the project include

- ◆ Thai corporations
- ◆ Multinational corporations
- ◆ NGOs

Status and Update of the BPHO

[To be inserted shortly before the Symposium in order to be as up-to-date as possible.]